

**The State Bar of California
Labor and Employment Law Section**

in association with

**Butte County Bar Association, Glenn County Bar Association,
Plumas County Bar Association,
and the California State University, Chico, Community Legal
Information Center, Workers' Rights Program**

Presents

Labor and Employment Law For the Generalist and Experienced Practitioner

**Saturday, April 27, 2002
8:30 a.m. to 1:45 p.m.**

**Bell Memorial Union 202
California State University, Chico
Chico, California**

(Free Street Parking Available)

4 Hours MCLE

*The State Bar of California Section Education & Meeting
Services is a State Bar of California approved provider.*

PROGRAM SCHEDULE

Labor and Employment Law For the Generalist and Experienced Practitioner

8:30 - 9:00 a.m.	Check-In and Continental Breakfast
9:00 - 10:00 a.m.	<p>Labor and Employment Law: The Year In Review</p> <p>Suzanne I. Price, Wiley Price & Radulovich, Alameda</p> <p>Ms. Price is a partner in the firm of Wiley, Price & Radulovich. She was graduated with honors from Mills College in 1981 and received her legal education at the University of San Francisco, where she was a member of the Law Review, graduating in 1985.</p> <p>Ms. Price specializes in representing public agency clients in employment discrimination litigation and labor relations issues including negotiating memorandums of understanding; handling grievance and labor arbitrations; assisting clients with sexual harassment investigations; advising clients on discipline and termination issues, including due process obligations; advising clients concerning compliance with the Fair Labor Standards Act, the Americans with Disabilities Act, and family and medical leave laws; and advising clients regarding workplace privacy issues.</p> <p>Ms. Price's articles on employment discrimination have been published in the <i>National Law Journal</i> and <i>Law Practice Management</i>. Ms. Price authored an article on the difficulty of maintaining voluntary affirmative action plans in the 1990's which was published by <i>California Public Employee Relations</i>. Ms. Price co-authored "Elimination of Bias in the Legal Profession - A Guide to Employment Discrimination Law for the Municipal Attorney Employer" for the City Attorneys Department, League of California Cities.</p>
10:00 – 10:10	BREAK
10:10 – 11:05	<p>Agency Jurisdictional Issues</p> <p>Jeffrey Demain, Altshuler, Berzon, Nussbaum, Rubin & Demain, San Francisco</p> <p>Mr. Demain will discuss the various regulatory agencies affecting the labor and employment practitioner in California such as the Department of Fair Employment and Housing, the Labor Commissioner, the Public Employment Relations Board, the Equal Opportunity Employment Commission, the National Labor Relations Board, as well as the jurisdiction of these agencies vi-a-vis the state and federal courts.</p> <p>Mr. Demain is a partner in the San Francisco law firm Altshuler, Berzon, Nussbaum, Rubin & Demain, where he represents international and local labor unions, public interest organizations and individuals in labor, employment, constitutional, civil rights, and</p>

environmental matters. He is a member of the Executive Committee of the Labor and Employment Law Section of the California State Bar, and from 1992 through 1999 served as a contributing editor of "Construction Organizing: An Organizing and Contract Enforcement Guide," published by the AFL-CIO Building and Construction Trades Department. Mr. Demain is a graduate of the Boalt Hall School of Law at the University of California, and served as a judicial clerk to the Honorable James R. Browning, then-Chief Judge of the United States Court of Appeals for the Ninth Circuit.

11: 05 – 12:00

Evaluating/Investigating Claims of Purported Employee Misconduct.

Amy Oppenheimer

Ms. Oppenheimer will discuss how to handle employer investigations into employee misconduct including the elements upon which an employer may rely in terminating an employee (Coltran type "good faith" investigation) and with special emphasis on claims of sexual harassment.

Amy Oppenheimer is a recognized expert in the field of preventing and responding to workplace harassment. She has been an attorney for over twenty years, and an administrative law judge for over ten years. Ms. Oppenheimer litigated sexual harassment and employment discrimination cases from 1984 through 1992. Since 1992 she has trained employers in preventing harassment, has acted as a neutral investigator of workplace harassment and has spoken and written widely on the topic. On numerous occasions she has testified as an expert witness on the issues of investigating and preventing harassment in employment. Ms. Oppenheimer is co-author of Investigating Workplace Harassment: How to be Fair, Thorough, and Legal, which will be published by the Society for Human Resource Management. She obtained her JD degree from the University of California, Davis, in 1980.

12: 00 – 12:35

Luncheon (Included in the Registration Fee)

12:30 – 1:45

Rights for the Disabled: Current law and trends.

Larry Minsky, Lemaire, Faunce, Pringel & Singer Cerritos

Larry Minsky will discuss the critical distinctions that currently exist in this area between the ADA and FEHA. Mr. Minsky will discuss the clarifications made to FEHA by AB2222 and how these distinctions strongly support an increase in disability discrimination filings under FEHA

Mr. Minsky is a frequent lecturer on the rights of the disabled worker and is the co-author of the ADA Case Notes in the California State Bar Labor and Employment Law Quarterly. Mr. Minsky also co-authored the initial chapter entitled "Disability Based Discrimination," published in Clark Boardman Callaghan's manual, Employee and Union Member: Guide to Labor Law. Mr. Minsky represents the plaintiff in the precedent setting ADA/direct threat case of *Echazabal v. Chevron USA*, 221 F3d 1347 (9th Cir. 2000).

REGISTRATION FORM

The Labor and Employment Law Section, State Bar of California

Labor and Employment Law For the Generalist and Experienced Practitioner

Saturday, April 27, 2002
California State University, Chico

*Note: One registrant per form.
Photocopies may be used.*

Name: _____

Bar Number: _____

Firm: _____

Address: _____

City, State, Zip: _____

Phone: _____ Fax: _____

E-mail Address: _____

Registration Fees (must be received by April 17, 2002)

Please check the appropriate box below:

- | | |
|--|------|
| <input type="checkbox"/> State Bar Labor & Employment Law Section Member | \$25 |
| <input type="checkbox"/> Non-Section Member | \$30 |
| <input type="checkbox"/> Non-Section Member - Special Section Membership Offer | \$60 |
| Credit \$30 (regularly \$60) to my enrollment in the Labor Law Section | |
| <input type="checkbox"/> Member of CLIC Workers' Rights Program | FREE |

Amount Enclosed /
To Be Charged..... \$ _____

Credit Card Information (VISA/MASTERCARD ONLY)

I authorize the State Bar of California to charge my program registration to my Visa/MasterCard account. (No other credit card will be accepted.)

Account Number _____ Exp. Date _____

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Registration MUST BE RECEIVED BY April 17, 2002

REGISTRATION INFORMATION

DEADLINE

In order to pre-register, your form and check, payable to the State Bar of California, or credit card information **MUST BE RECEIVED BY APRIL 17, 2002.**

MAIL TO

Program Registrations, State Bar of California, 180 Howard St., San Francisco, CA 94105

Or

FAX TO

Program Registrations at 415.538.2368. In order to fax your registration, credit card information is **MANDATORY.**

CANCELLATIONS/REFUNDS

Cancellations and requests for refunds must be received in writing by April 17, 2002. Substitute registrants are allowed but must register in their own name at the meeting to receive MCLE credit.

ON-SITE REGISTRATION is limited and subject to availability. Please register in advance.

NO CONFIRMATION LETTER will be sent. You must check in at the Registration Desk before the program.

SPECIAL ASSISTANCE

For special assistance please call 415.538.2549; for TDD speech and hearing impaired, please call 415.538.2231.

QUESTIONS

For registration information please call 415.538.2508.
For information regarding the program please call 415.538.2395.

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